

# The COMPASS

AMERICAN · ASSOCIATION · OF · SOCIAL · WORKERS



January 1940

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*Cleveland Relief Crisis*

*California Story—Unfinished*

*Standards Under the Personnel Amendment*

*Social Work Fellowships and Scholarships*

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Volume XXI

Number 4

IN California the struggle for political control of public welfare personnel has assumed a particularly brazen form. George Nickel's account of ways in which social workers find themselves entangled in the political conflict opens up problems of professional ethics that are far from academic in their painful, confusing immediacy. Public welfare personnel in politically-invaded administrations are exposed to an inner as well as outer demoralization when there is no professional agreement on which they can rely for support of the decisions they make. The problem of individuals becomes a group problem which may paralyze united and efficient activity in the chapter until the social work issues with which social workers as *social workers* can come to terms are distinguished from the questions of political expediency about which as *citizens* they are under no obligation to agree. Discussion of ethical codes may enter upon a new and more vital phase as some of the common, garden problems which social workers are experiencing in finding a professional place in the political milieu are defined and principles are formulated which relieve a burden too large and perplexing for individuals to carry alone.

THE Cleveland Chapter has faced a typical problem in the necessity for not accepting as professional issues the questions by which politicians are seeking to distract attention from the stark facts of need. The persistent, ignored problem of State and local units left to their own devices to finance general relief was side-tracked by lively debate as to whether it was Mayor Burton or Governor Bricker who was killing Cock Robin. The Cleveland Chapter has had to produce facts to support the disputed argument that food is necessary to human nutrition. The power of facts as an instrument of professional action has been again demonstrated by the attention which the Chapter's report has received in various quarters.

RECOGNITION of the importance of proper selection of public welfare personnel as a matter of vital public policy is evidenced by the creation of the new unit in the Examining Division of the U. S. Civil Service Commission. The description of the Senior Examiner's duties shows a keen understanding of the responsibilities inherent in the performance of social work and in the choice of personnel to discharge them.

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## THE COMPASS

Published monthly except September by  
AMERICAN ASSOCIATION OF SOCIAL WORKERS  
Publication office 374 Broadway, Albany, N. Y.  
Editorial and General office 130 East 22nd St.,  
New York, N. Y.

VOLUME XXI

NUMBER 4

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THE COMPASS: Edited by the Staff

Entry as second-class matter at the post office at  
Albany, N. Y.

Acceptance for mailing at the special rate of postage provided for in Section 1103, Act of October 3, 1917,  
authorized June 28, 1924

Subscription: Non-Members \$1.00 per annum. Subscription of members of the Association included in annual dues.



## California Story—Unfinished

By George A. Nickel

THE writer has had the privilege of observing at close hand the growth and development of the California Relief Administration from its inception in 1933 to the point where now it employs over 4,000 workers (not under civil service) to spend in excess of \$4,000,000 per month on a state operated program designed to meet the relief needs of some 80,000 employable California families.

During the past year political forces have come to play such a dominant role in the administration of relief that the professional social worker cannot ignore them. Questions now confront these social workers in California that heretofore have been posed as academic questions only since they were based upon the experiences of other states,—questions, incidentally, to which there have never been adequate answers. The California social worker now asks himself the questions, "Shall I remain with the program to face the accusations of some of my fellow workers that I am compromising my principles?" "Shall I resign and if I do am I making it the easier for those who achieve selfish ends at the expense of the relief client and an efficiently administered program?"

This is not written to consider the factors underlying the present situation but rather to touch lightly upon what is going on, to define questions or highlight problems, and to seek counsel. It is becoming ever more evident in chapter meetings and luncheon conferences where relief is discussed that social workers, professional and otherwise, are aligning themselves in groups in accordance with their understanding of and attitude about the general political program and its relationship to social work principles.

It was in January 1939, with the advent of the first Democratic state administration in California in 44 years, that social workers began to find themselves in a quandary. Now, within and without the program there

are many professional social workers who believe that out of the process of applied practical politics will come welfare and personnel standards safeguarded against reactionary business and political forces within the state; others who are hopeful, though dubious, that such will be the end result; while still others deplore developments believing that no good can come from it all. But meanwhile the political process is most painful.

"What is the role of the professional social worker in a program where politics in its destructive aspects plays a dominant role?"—Mr. Nickel, Chairman of the Los Angeles County Chapter, describes the many-horned dilemma in which professional social workers in California are caught. How are their functions as citizens with political rights and preferences to be distinguished from their functions as professional staff and as members of a professional organization? Mr. Nickel seeks counsel on issues of paramount importance to a profession which must live in the midst of politics and yet find ways to maintain its own integrity and meet its own obligations.

"Case aides must become party missionaries," stated one non-professional social service executive appointed by the party in power to staff members of one of the larger county units of the California Relief Administration. Conferences of state officials, relief administration executives and commission members, legislators and politicians have been held. At one such meeting someone had the temerity to inquire where the relief administrator stood with respect to responsibility under his bond when he knowingly allowed party workers, paid out of relief funds, to have desks in state relief administration offices where they spend

their time clearing job applicants politically. To answer that question someone suggested, "Suppose we move the desks to offices across the street from the relief offices. Would that solve the problem?"

Confidential reports to state officials emanating from party workers within the organization have commented about the American "Society" of Social Workers, a pressure group whose purpose is to maintain social workers on jobs, social workers "who are blocking efforts of the new administration to effect necessary economies and liberalize the program."

A county director has served well in one of the most difficult counties in the state. In order to equip himself more adequately for his job he took a leave of absence to attend school. Shortly after his return he was informed one Saturday noon that he was being



dismissed. The reasons? Immaterial, for on the following Monday one of the party wheel horses of the county took over as director.

One county director was told point blank that it would be to his advantage to discharge all social workers who were registered Republican without further delay. Reports too numerous to record indicate political clearance as one of the major requisites for assignment to a position within the organization. Many who would be case aides bring Form 3A containing the signatures of four or more Democratic committeemen to the personnel office when applying for positions. The more diligent job seekers, including professional social workers, furnish numerous letters attesting to their fitness from the political point of view. The morale of the staff for this and other reasons is low.

"But," say some professional social workers in defense of this new development, "we must have staff members who are in accord with a liberal administration." Others say, "this trend cannot help but destroy personnel standards."

Once there were ten field representatives supervising the operation of this state administered program with all but one or two, social workers. Now there are approximately twenty-one with social workers increasingly in the minority. These non-social work field representatives are titled "technical field representatives" and have control over personnel in counties. Their qualifications? Chiefly an understanding of what the party wants, the persons to be placed and a willingness to strive to achieve those objectives.

In one county the director, a qualified social worker, cannot appoint a new member to his staff without the approval of the assistant director. The assistant director was appointed to the county by someone up the line in the party without the knowledge or consent of the county director or apparently the relief administrator. The director was advised that his security depended upon how well he co-operated with the assistant director.

"But," maintain certain social workers, including professional ones, in defense, "we would rather have inefficiency in administration than the administrative efficiency and ruthlessness of the previous administration." "But," say other social workers, "administrative efficiency and a liberal social welfare program are not incompatible."

A new plan for handling case loads is being tried in Los Angeles County. Following the first home call, each case is placed in one or the other of two categories, straight unemployment cases, or special service cases. The spe-

cial cases include separated families, health problems, and the like; the remainder presumably have no problems other than the need for employment. It has been decided that there are between 10 per cent and 20 per cent of all applicants who need special service, the balance requiring no more attention than that required to place them at work. Since so little service is needed to put the unemployed on their feet, 160 to 200 cases per worker are carried, and 60 per worker of the service cases. On the former cases one home visit each three months as against one per month as heretofore is required. To do this job, persons are selected who qualify on the basis of an examination on the eligibility manual or by similar method of selection that does not emphasize training and experience in the social welfare field. Social workers are retained for only the 10 per cent to 20 per cent service cases. One of the first effects of this plan will be a drop in administrative costs for obvious reasons which have no bearing at all upon increased efficiency or effectiveness of service.

Many professional social workers in the program are staunch in support of the present administration. Incidents such as the above, which represent but a fraction of what one hears as one talks to California social workers, are disturbing to them but are accepted, for changes must be made in reorganizing any program, politics is politics, and this is a public agency. The relief administrator himself who has requested AASW chapters within the State to select advisory committees to work with him appears to subscribe to these views.

But there are others who hold that competence to hold the position based on training and experience are paramount and that faithful efficient performance over a period of time, particularly in the minor positions, should be given some weight. So to some, what goes on is distasteful and to others repugnant. All of this does not help staff morale since this is the first time that professional social workers have faced this problem and benchmarks and standards are lacking.

But that is by no means all. A special session of the Legislature is in the immediate offing to appropriate additional funds for the relief administration. These facts are to be noted. One, the Senate majority is Republican. Two, in the Assembly are conservative Democrats for whom this present reorganization of the State Relief Administration is too much. Three, the counties have long disliked a state administered unemployment relief program and would like nothing better than



aiding and abetting legislation to "turn relief back to the counties where it belongs." A statewide committee backed by county officials and influential business interests has been organized to do just that and apparently is not sparing money to gather the facts.

Thus conservative Democrats opposed to the Democrats who now control the relief administration, Republicans, and the various county and state interests who would like to see unemployment relief back under the counties for the sake of policy and personnel control are massing their forces to attack the present administration, some for selfish reasons which have little or nothing to do with the needs and problems of the family on relief. These forces may form a strong coalition when the Legislature meets.

The present administration too is mindful of all this and believes that while there is yet time political fences must be built and the party organization strengthened. Some of the professional social workers are of like mind and sanction this as a concession that will prevent a further lowering of standards and morale of workers and clients alike should the opposition gain control. Theirs is a concern for the families of relief. But then some of the political specialists who are building the fences are not so socially minded and each John Doe of them is working primarily in the interest of John Doe. Each picket put in the fence, each appointment made, each tale such as those described above that can be told is furnishing just so much fine ammunition for the guns of the opposition—to be fired when the Legislature meets.

All of this causes the professional social worker anxious moments. Will active opposition to what the present administration is doing serve to help safeguard standards of relief and personnel or simply help opposition forces to destroy the present administration and with it the few social gains made during the past years? On the other hand will support of the present administration safeguard those social gains or merely assist the selfish politicians to achieve ends that do not include the development of a sound welfare program? The answers to these questions are not apparent; nor are California social workers of like mind in their attitude toward the problem.

But above all these questions, above all these differences of opinion there is one concern about which all professional social workers in California can and should agree. That is, that no matter what group gains sufficient control in the Legislature to dictate the future program it should be made to provide for the two basic fundamentals of any relief

program: adequate standards of relief, and competent personnel to administer the program.

On this point social action? Interpretation to the community? Enlistment of support of interests within the state concerned with a sound welfare program? The opportunity of a lifetime has presented itself to AASW in California. These forces that will vie for control in the Legislature are quite likely in their battling to minimize the necessity for adequate standards of relief and competent personnel. Whatever force gains the upper hand will need to be reminded of these factors so essential to any sound welfare program, if necessary, by the hard way, via the medium of a third force created by the joint demands of organized community groups of responsible individuals and organizations concerned with good government, a sound welfare program for California, and qualified competent persons in public service.

The California chapters have an opportunity to assist in marshalling strength to see that adequate personnel and relief standards in California shall be integral parts of any welfare program. They can do this by gathering and disseminating facts where they will do the most good; by taking action and urging others, individuals and groups, to do likewise.

As this is being written one of the large California dailies under a headline "Club Leaders Demand Study of Relief" reports that a round table participated in by the leaders of California women's clubs endorsed concerted action on the part of their respective clubs to study present relief administration problems faced by California. "Women can be effective by asking pertinent questions and calling public attention to relief administration practices."

So far the California chapters have done little, though here is a group of women begging to be informed and put to work. But there is a growing awareness of a challenge; and certain plans are in the make. Whether the chapters will concentrate on this problem and act decisively or whether the members will fall by the wayside disagreeing among themselves on how and in what direction to act remains to be seen. And whether the membership can determine just what is the role of the professional social worker in a program where politics in its destructive aspects plays a dominant role; if it can resolve the issue of compromising between social work principles and the general political program, likewise remains to be seen. It's the California Story—Unfinished.



## *The Cleveland Relief Crisis*

WHILE the Cleveland relief crisis, and to a lesser degree the one in Toledo, has occupied columns of space in the national press, while political issues have been sharply drawn over arguments as to the real conditions in Ohio, while mayors, governors, and the national administration have participated heavily in the process of allocating blame, local chapters of the Association in Ohio have been trying to get a hearing for the facts in the case and to relate them to long-time plans. They have been cooperating quietly with public officials to these ends. Further reports from the chapters on these activities will be made later. Meanwhile for Association members outside of Ohio it may be useful to cite briefly some of the background of the Cleveland crisis.

In this connection it is interesting to note that in the May 1937 COMPASS Arch Mandel and Henry Zucker, reporting respectively for the State of Ohio and City of Cleveland, brought out some of the basic difficulties in the situation in that state. That these basic difficulties have not disappeared with a change of administration, although there is a general improvement in governmental efficiency, is worth noting at this time. Whether these basic difficulties now apparently recognized by the new administration, will be effectively dealt with remains to be seen. In May 1937, Mr. Mandel observed: "Ohio is enjoying another relief crisis—the third since January of this year. These crises become increasingly serious because, as the months roll by, the conviction on the part of the public and of the legislators that relief is not needed becomes increasingly strong."

In that same issue Henry Zucker said: "Thus, the old familiar story of the relief ship getting caught on the shoals of politics. Needless to say, every prejudice has been appealed to—urban versus rural, Cleveland against Ohio, taxpayer and chiseler, etc."

Present difficulties arise in part from the fact that state relief legislation under which Ohio is now operating provides for reimbursement (not matching) of local relief expenditures by the State up to 50 per cent of these expenditures. Appropriations made on

the basis of estimated needs were, however, cut below the amount recommended by the state administration's own experts. The result is that Cleveland has been reimbursed to date for only 38 per cent of its total expenditures for direct relief. An appeal for additional assistance from the State reopened the controversy as to whether or not the City of Cleveland might sell tax delinquency bonds and thus provide itself with funds. After the crisis had become a national issue the state attorney general ruled that it was possible and legal. Before the reissuance of relief orders in Cleveland on December 15, the local administration had tried to solve its problem by eliminating all single persons and childless couples from the rolls and reducing the balance of food orders to two-thirds of a previous standard, cut staff by 25 per cent and had given the staff remaining in the relief offices the impossible responsibility for issuing emergency orders in cases of "extreme distress." These desperate manipulations on the part of the local administration to reduce the impact of what was, to all intents and purposes, a relief stoppage, may have been responsible in part for the way in which the argument as to what constituted starvation took on national significance.

Moreover the impact of the crisis was diverted to some extent by city ordinances in Cleveland which make rent, utility, and fuel bills a "moral claim" against future appropriations so that in fact more than \$750,000 of the \$1,200,000 finally found by the sale of tax delinquency bonds will go to landlords, utilities corporations and fuel companies. It is not surprising therefore, that there were not wholesale evictions or shut-offs of gas or light, or absence of fuel, but merely an absence of food with the exception of apples, oatmeal and butter, and later squash, supplied by the Federal Surplus Commodities Corporation. It is not surprising either that the owner of a flop house in which a number of relief recipients were living should telephone the relief office to inquire why they could not "forget about the rent and send these men some food."

The very fact that Cleveland has had an unusually high quota of WPA jobs was a major factor in the present situation. In



addition to the eighteen-month layoff, the general reduction in WPA very naturally hit harder in those places where the largest numbers of persons were carried on WPA. Thus the direct relief rolls were swamped with WPA lay-offs. This in spite of the fact that out of 48,000 dropped from WPA in the last twelve months, only 14,000 or less than one-third have in any time gone back to city relief. Of the group dropped under the eighteen-month rule, only about 4,500 have applied for and received direct assistance.

The issues were further confused by the fact that Cleveland's standards for direct relief eligibility and those for WPA eligibility were not the same. Thus the WPA rolls represented a large proportion of non-relief workers who were ipso facto considered by those unfamiliar with the relief standards to be "not in need." On the day relief stopped there were on the direct relief rolls, 19,000 persons able and eager to work, but a very substantial number of these would not have been eligible under present WPA restrictions concerning projects, citizenship, etc. A similar picture in Toledo showed 80 per cent of the entire direct relief load in that city to be made up of so-called employable persons not on WPA.

That the situation, in greater or lesser degrees of intensity depending on the concentration of the employable population, is duplicated throughout the State of Ohio, and in fact throughout the country, was clearly brought out in the Association's relief study last May; that the relief issue is going to be one of the major issues of the presidential campaign is clearly demonstrated by the official noises arising from the state where there are at least two potential presidential candidates.

It must be equally clear that chapters of the Association have again before them, this time in sharper relief than ever, the task of raising this issue above the level of party politics and above the fears which becloud many efforts to deal with it because it is "hot political stuff." The chapters in Ohio and hopefully everywhere are loyally performing their function in gathering and presenting the facts about what happens to people when responsibility for their needs is successively denied by the various levels of government. It is not new for the Association to point out that this is not a party issue and that it cannot be made a party issue by allowing the facts of unmet need to be reduced to an argument about relative degrees of starvation.

Much progress has been made since the days of the Association's early activity in promoting federal relief and its participation in the building of a social security program. Cleveland and the Ohio crisis may serve to point out how much still remains to be done to achieve a complete national program that will provide for people who are in need at any time and for whatever reason.

After a flying visit to Cleveland, where he saw "local political leaders, city officials, newspaper men, taxi-drivers and everyone else . . . about this 'starvation crisis,'" Fulton Lewis, Jr., Washington commentator over the Mutual Networks, reported on December 12th that "there is neither starvation, nor a crisis . . . and if you hear anyone over the air say that there is, don't believe him, because he is *Not* telling you the truth. . . . There's discomfort, yes, but it doesn't reach the point of *Dire Distress*."

Following the headlining of this statement in the Cleveland press, a telegram was sent to Mr. Lewis: *American Association of Social Workers Would Like to Compare Notes Re Cleveland Relief Situation. Dorothy Kahn Our Staff Returning Monday Morning. We Would Like Your Basis for Conclusions.* Mr. Lewis has responded with an invitation to hear what we have to say.

Four days before Christmas, a representative of one of the New York newspapers which has been actively reporting the Cleveland relief crisis called the Association office to say that he had been visited by a person of his acquaintance who had handed him \$1500 in cash to be distributed to "hardship cases in Cleveland." The Cleveland Chapter was informed and undertook, through the usual channels, to have the funds distributed.

The promised summary of studies of the Food Stamp plan is necessarily delayed. Twenty chapters have acknowledged the food stamp bulletin, only eight have sent in preliminary or complete reports, most of these in areas where the plan is not yet in operation. Seven others are promised.



## **More About Standards Under the Personnel Amendment**

A bulletin has been sent to the chapters supplementing the article in the December COMPASS regarding standards for merit system administration of personnel. The bulletin suggests some of the major points regarding the standards set up by the Social Security Board and the Children's Bureau on which chapters may be interested in working. It also lists some of the sources for material and information which may be useful to the chapters in their work.

Attached to the bulletin is a copy of the full statement of standards set up by the Social Security Board and the recommended qualifications for medical-social personnel established by the Children's Bureau.

To develop a working base among chapters, staff and committees, the chapters are asked to send information by January 15 on any plans they have for working on merit system plans with state or local officials, or otherwise, and the particular problems or methods planned by the chapter.

Material from the bulletin is quoted below so that all members may be familiar with some of the problems on which Association attention is needed:

### **Factors to Be Considered in Relation to the Standards**

The standards set up by both the Social Security Board and the Children's Bureau are minimum. For professional purposes they are a lever rather than a maximum and should provide the occasion for validation and improving standards already above the minimum. Moreover, use of some of the provisions will be optional on the part of the states, such as the use of qualifying rather than open competitive examinations for present incumbents.

States are responsible for the establishment of their plans. They must work out special phases such as classification and compensation plans and examination procedure. The federal government will apply its standards to plans submitted by the states. It will be important to watch for definitions of policies and rulings as review and approval responsibility is carried out by the Social Security Board and the Children's Bureau.

Joint merit systems are recommended wherever feasible. Such systems would include all personnel in the public assistance and employment security agencies and may

include any other services states desire. For professional positions in these various services, analysis will be needed to determine differences and similarities in services and resulting personnel needs. Where there is a state-wide civil service system, it should be applicable to the social security agencies.

Plans conforming with these standards are due by January 1, 1940. A statement of official action adopting the standards may be accepted in cases where complete plans are not ready. If there is a state-wide civil service system a statement indicating substantial conformity with the standards will be accepted. Extension of time to allow study before plans are set up is desirable and although it can be expected that some states will wish to get their plans into effect in the near future, stress may need to be laid on the formulation of general principles prior to working out details of the plans.

The effectiveness of the state plan will rest in large measure on the composition of the Merit System Council which, where there is no state-wide civil service, is responsible for the administration of the merit system and recommends candidates for the position of merit system supervisor. Consideration will need to be given to the specific duties of this Council and the qualifications best suited for the position.

Also a major factor in the successful operation of a plan will be the merit system supervisor who is responsible for the actual administration of the selection process. Qualifications include "training and experience in a field related to merit system administration and known sympathy with the principles of the merit system." Merit system supervisors are to be appointed upon recommendation of the Merit System Council and every effort should be made to insure the selection of a strong capable person for this position. The position of merit system supervisor may be full time or part time depending on the size of the state, etc. As there are great difficulties in regard to the selection process for social work positions, it will be important to set appropriate standards for personnel administrators. The professional group will be particularly concerned about these standards because of interest in developing working relationships with the merit system supervisors.

Application of the standards pertains to all personnel engaged in the services covered, both state and local.

Exemptions from the merit system may be allowed for certain policy making and ad-



visory positions. The state has the option to include all positions under the merit system if desirable. It is important that states determine their exemption policies on a sound basis.

Standards regarding residence requirements and veterans' preference are subject to the discretion of the individual states and are not provided for in the statements.

Implementation of the standards on the local level can be expected to be a long time process since recent emphasis has been on a state basis. Particular attention to the local situation is needed with respect to present conditions and particularly to interpretation of the intention and meaning of the standards.

#### Sources for Material and Information

A bulletin sent to the chapters on March 18, 1939, entitled "The Association's Services in Relation to Personnel Standards in Public Welfare" contains reference materials on several aspects of merit systems and may be useful to the chapters in this new connection.

Regional representatives of the Social Security Board and the Children's Bureau are continuously supplied with materials and are available for consultation by chapters. The national office will be glad to supply names of these representatives when they are not known. The Social Security Board also has regional offices.

A draft rule has been prepared for use as a guide to state officials and regional representatives. This is in the hands of Social Security Board staff and state agencies and is for administrative use only.

The Social Security Board has facilities for giving personnel consultation and technical assistance to states, largely through the regional representatives of the Bureau of Public Assistance. Technical advisory service will also be available to the field staff of the Children's Bureau.

The American Public Welfare Association released at the time of the Washington meetings two valuable documents:

*Digest of State Public Welfare Legislation 1939*, and

*Compilation of Settlement Laws of all the States*.

Both available from APWA, 1313 East 60th Street, Chicago, Ill.

#### Nominating Districts

The new by-laws provide for a Nominating Committee of nine, composed of one member from each of nine nominating districts and responsible for soliciting from the chapters in each district the names of possible nominees to fill all vacancies. The National Board has accordingly set up nine nominating districts, as follows:

1. *Pacific and Mountain District*: including Washington; Oregon; Idaho; Montana; Wyoming; Utah; Nevada; Arizona; California; Hawaii.
2. *Southwest and Gulf District*: including New Mexico; Texas; Oklahoma; Louisiana; Mississippi; Arkansas; Missouri.
3. *North Central-West District*: including Kansas; Colorado; Nebraska; Iowa; South Dakota; North Dakota; Minnesota; Wisconsin.
4. *West Central District*: including Illinois; Indiana.
5. *East Central District*: including Ohio; Michigan.
6. *South Central-Atlantic District*: including Kentucky; Tennessee; Alabama; Florida; Georgia; South Carolina; North Carolina; Virginia; Maryland; Washington, D. C.; Puerto Rico.
7. *Middle Atlantic District*: including West Virginia; Delaware; New Jersey; Pennsylvania.
8. *New York City and Westchester County*.
9. *New England-New York State*: including Up State New York; Connecticut; Rhode Island; Massachusetts; Vermont; New Hampshire; Maine.

#### The Delegate Conference

The National Board has decided that the Delegate Conference shall be held at Grand Rapids on the Friday and Saturday preceding the National Conference of Social Work, May 24-25, and that the principal emphasis of the Conference shall be placed on the Association's program as it relates to public welfare.



## ***Association Study of Legislative Trends and Changes in Administrative Policy in Public Welfare***

**T**HE Steering Committee of the Division on Government and Social Work at its meeting decided that it would be well this year to substitute for the annual relief survey an examination of trends in public welfare legislation and administrative policy. A bulletin is being issued to chapters with a questionnaire, and the following news release was issued January 2:

Advances and set-backs for the year 1939 in the public welfare field, indicated in scattered reports received by the American Association of Social Workers is prompting the Association to issue a bulletin to its 84 chapters throughout the country pointing out significant trends and requesting detailed information on recent legislation and administrative rulings pertaining to eligibility for relief, adequacy of grants and other policies affecting the welfare of relief recipients. A comprehensive study of the situation throughout the nation is contemplated.

In making this request of its chapters the Association points to notable gains made during the last year. Important among these are "Extension of coverage of social security both for the aged and for dependent children, steps toward the protection of beneficiaries from publication of their names, and the development of compulsory merit systems covering personnel in these important public services." Seven new state departments of welfare, the report points out, have been created for the more efficient administration of public assistance and five existing departments reorganized along modern lines. Against these gains there is noted a series of restrictive measures threatening to people in need and indicative of an impending wave of anti-social public policy.

Commenting on this bulletin, Walter West, Executive Secretary of the Association, said: "There are indications that certain states and localities are following the lead of the federal government in refusing to take responsibility for 'direct relief' which is the only resource of thousands of unemployed not provided for by unemployment compensation or WPA or for others not specifically classified in the Social Security Act. These facts were brought out in the Association's relief study last May. Public attention was sharply focused on the situation in Ohio this month. There are

many places with similar problems which have failed to startle the nation merely because political battles have not been waged over them.

"WPA rolls have been reduced and thousands of persons laid off under the eighteen-month rule. Seventeen states were operating state work programs to some extent and eleven others have made legal or administrative provisions for requiring work as a condition of relief. These state and local work programs, popularly known as 'work or starve' acts, are reported as violating good social practice.

"Many workers in state programs are employed in cleaning streets and buildings and doing other jobs of regular city maintenance, raking leaves, working on roads, and probably displacing regular employees. Wages also are below any standards for the work involved and notably below WPA rates. In addition workers are in most cases unprotected against accident. In many places recipients are paid in kind rather than cash.

"Perhaps most vicious of all these provisions," Mr. West said, "is the assumption that persons on relief need to be forced to work and that because they are on relief they may be subjected to all the political and personal exploitation against which, as workers in industry, they are protected. This kind of work," according to Mr. West, "tends to delude the public with a false notion that it is better than relief." Continuing he said: "As long ago as 1905, Sir William Beveridge described similar work relief in Great Britain as something which 'degrades the name of work and disregards the principles of relief.' Our Association stands squarely for a sound and adequate work program."

Further difficulties, the Association executive declared, are being created for persons in need by the raising of residence requirements by states. "A man who moves to another state, or in some places another town in the same state, becomes a refugee in the United States," Mr. West said, "if he fails to find a job or loses the one he came for." Twelve states have recently increased requirements for the acquisition of legal settlement, one of these from one to five years. One state is reported to require three years' residence in the township. Another state is said to refuse to permit the return of a person or family recently departed provided they have moved their furniture thus indicating their "intent" to live elsewhere. They can get no help "elsewhere."

"Aliens are finding increasing difficulties in securing needed help. Specific legislation



against them has been enacted in one state. Long since removed from the WPA rolls, barred from public assistance, they are sometimes unable even to return to the land of their birth because in some instances the 'nation' which could issue their passports, no longer exists.

"In addition to these specific types of restrictive legislation relief grants are reported being cut in many places where actual stoppages have not occurred. 'Sixty-five or 80 per cent budgets' is a common phrase used in many states where general relief is available, to indicate that allowances represent that percentage of minimum subsistence requirements. Arguments, like the ones in Ohio, as to whether these lowered grants mean 'actual starvation' are not uncommon. A Chicago newspaper recently drew a comparison of the local 'relief diet' with the reported food rations of Nazi Germany to the disadvantage of the 'relief diet.' Another city arranged its case load in an order of priority, giving 'emergency food orders' to women and children.

"While relief expenditures in certain urban areas are declining in response to the upswing in employment, the effect on relief rolls cannot be expected to be in proportion since only a small percentage of the unemployed are on relief."

In releasing its analysis of the situation the American Association of Social Workers again stressed the fact that progressive discrediting of relief programs, and by implication, the recipients of relief, is bound to occur so long as the federal government fails to share in the cost of a program designed to care for all in need, and maintains its refusal to contribute to direct as well as work relief. Progressive deterioration of work programs as evidenced by the "little WPA's" in the states is bound to follow the deterioration of direct relief standards which began in 1935 with the so-called withdrawal by the federal government from "this business of relief." The Association maintains that a broad federal program of grants-in-aid for general assistance is necessary to support and complete existing programs of work, insurance, and assistance.

### *Your 1940 Census*

In its circular announcing the 1940 Census, the federal Bureau of the Census makes this request of all members of the population: "Please be ready when the census enumerator comes to you in order that you may play your part in this great co-operative undertaking of a democracy. It is YOUR census—for you,

about you." The canvass for the population, occupation, and unemployment censuses, is to start on April 1, and most of the enumeration will be completed within the following two weeks. As before, the enumerators will not obtain information chiefly from working members of the population, but will make their calls at residences, and chiefly during working hours. To be enumerated correctly, therefore, someone at your residence must be prepared to supply the correct information about yourself.

Social workers have a particular interest in the 1940 Census, since it will provide a new and official answer to the question which no one is now prepared to answer with even an approximate degree of accuracy, namely: How many social workers are there? The number may well have doubled since 1930. As in 1930, "social and welfare workers" will constitute a separate category in the occupational classification. The count of the enumerators' returns will provide the answer, but its accuracy will depend primarily on the extent to which social workers are concerned, and take precaution to insure that they are counted and that their occupation is correctly reported.

Two steps can be taken by social workers to promote an adequate count of social workers. The first will be to see that someone at your residence knows for what type of organization you work and what your occupation is. The enumerator will also want to know whether you work for a governmental or a private social work organization. The second step will be to discuss the census count of the profession with other social workers in your organization and in your community, and to urge that all persons employed in social work positions, whatever the particular title of their position may be, record themselves in such a way that they will be classified as *social or welfare workers*.

It is most important that it be widely recognized that the Census Bureau will not be concerned with the kind or extent of preparation social workers have had for the work they are doing, but only with the fact that they occupy a social work position, or, if unemployed, formerly held such a position. The list of occupational titles, or designations, to be included in the social work category in the 1940 Occupational Index of the Census Bureau, has not yet been released. It will be possible, however, to publish and discuss the list in the February issue of *THE COMPASS*. Meantime, it is not too soon to begin to develop interest in the enumeration in your community.



### ***The Exceptional Clause in the Membership Requirements***

The National Board of the Association at its meeting on December 11 and 12, 1939, authorized the extension of the present procedure for the administration of Article IV, Section 6 of the By-Laws from March 1, 1940, when the current authorization ends, to March 1, 1941, with the proviso that admissions under the exceptional clause during this period of a year shall be limited to fifty. This action was taken on recommendation of the National Membership Committee.

The basic requirements for consideration under the exceptional clause are a baccalaureate degree, four years of social work experience, and a statement from the Executive Committee of a local chapter as to its reasons for wishing to include a particular candidate in its membership. The chapter's statement is based at least in part on a series of questions which the Subcommittee on Section 6 suggested to assist chapters in furnishing the type of information it is deemed desirable to have. In addition to this statement from the chapter, any written material which the candidate may be able to submit in the form of special reports, articles, and so forth, is used in examining his eligibility for admission under this exceptional clause. Further necessary regulations may be made from time to time by the National Membership Committee.

Since the exceptional clause, as well as the regular requirements, is administered under national rulings and policies, nominations under Section 6 are kept on an informal basis until the local chapter has had an opportunity to review an individual's qualifications and seek a preliminary opinion from the national Association as to whether those qualifications would be acceptable.

### ***Accrediting Professional Education in Non-Member Schools***

At its meeting on December 11 and 12, 1939, the National Board took action on recommendations from the national membership committees to discontinue further separate accrediting by the AASW of technical courses and supervised field work taken in schools not yet members of the American Association of Schools of Social Work. The National Board approved instead provisions according to which the AASW will accredit on a retroactive basis courses and field work taken during the two and one-half year period prior to a school's admission to the Association of Schools.

For an experimental period of two years, that is, until *January 1, 1942*, the AASW will give membership credit up to 12 semester hours in technical social work courses plus 300 clock hours of supervised field work for work taken in Type I member schools of the Association of Schools.

Approval was given to a ruling setting a time limit for the granting of retroactive membership credit, as follows:

AASW membership credit on a retroactive basis will be limited to a period of five years from the date when the work presented for credit was taken. This ruling is to become effective immediately for new schools admitted to Type I or Type II membership in the Association of Schools after *January 1, 1940*, and in all other cases as of *June 1, 1942*.

It was further agreed that THE COMPASS should print this statement to serve as formal notification to non-member schools whose work was accredited on a special basis by the AASW that the five year limit on retroactive accrediting will become effective in their case beginning *June 1942*.

### ***U. S. Civil Service Commission Gives Increased Importance to Social Work***

In August 1939 a new unit was established in the Examining Division of the U. S. Civil Service Commission for conducting an examining program for positions in the federal services in social work and related fields, including sociology and psychology. The creation of this unit places social work in the same category as law, engineering, economics, chemistry and agriculture as fields whose functions are based on a command of special knowledge and technical training.

The duties and responsibilities of the senior examiner in charge of this unit are impressive evidence of the value which the Commission attaches to the recruitment and selection of qualified personnel for the public welfare services and differ in no essential respect from the broad powers and responsibilities vested in the principal examiners of the other units. According to the description of the duties and responsibilities of the examiner's position, this officer has a "very wide latitude for independent action or decision" and is to be "responsible for planning, developing and carrying out a program under which a wide



variety of technical examinations in social service and related fields (including sociology and psychology) may be drafted, given and utilized in recruiting personnel to fill civil service positions in the above fields throughout the federal service." The statement defines a responsibility to investigate the present and future needs of various federal agencies, to plan the examining program so that "an adequate supply of trained personnel will be available at all future dates for such agencies" and to confer with all available sources of supply for such trained personnel, including graduate professional schools, federal and local agencies employing qualified personnel, professional societies or any other potential sources of supply for future use by the federal government.

The program contemplated by the Commission is further emphasized by a statement of the senior examiner's responsibility "to obtain data regarding the scope, direction and specialized phases of the public social service programs carried on by the various federal agencies; to utilize the data obtained in operating, for the Commission, a clearing house service which will materially aid those already employed in the social services and related fields in making transfers between agencies, and between the departmental and field services; wherever opportunity offers, to call to the attention of qualified personnel, suitable openings in other agencies in an effort to utilize the existing supply to the best advantage of the federal government." In addition to preparing a system of examinations and tests in various branches of the public social services the chief examiner is "to be responsible for finding means of developing professional contacts between and stimulating interest among those already employed by the government." It is evident from the concept of this position which is revealed in the description that the Commission recognizes the importance of social work functions and that its plans will add impetus to the efforts which professional social workers have been making to solve the complicated problems of recruitment, selection and distribution of qualified personnel.

### ***Announcement for Position of Civil Service Examiner in Social Service***

The Civil Service Commission of the City of New York announces the filing date of January 24th for position of civil service examiner in social service, a position open to

all qualified citizens of the United States without regard to residence requirements. Salary range for the position is \$3,600 to but not including \$5,000 per year. One permanent vacancy is expected. The application fee of \$3.00 should be submitted with the application. Duties include the performance under general direction of responsible personnel work in recruitment for social work positions, preparations of tests, determination of personnel practices and procedures, job specifications, investigations and research.

The educational requirement is "a master's degree from an institution recognized by the University of the State of New York or a certificate from a recognized school of social work." How this requirement will be interpreted, what weighting will be given to social work training as compared with other types of graduate education, is not known as the Commission has not yet set up its rating schedule. Three years of recent full time paid administrative experience are also required, in a public or private social service agency or in the personnel or industrial relations department of a large business or government agency. Administrative experience is defined as including responsibility for such matters as the selection, supervision or evaluation of staff, participation in agency policy-making and job specifications.

A written examination will be given. In addition, training, experience and personal qualifications will be rated from the candidate's application, oral interview, or any other inquiry which may be considered necessary.

### ***Training in Radio Interpretation***

The Graduate School of Social Work at the State College of Washington has availed itself of the opportunity of utilizing the State College radio station, KWSC, as a medium for training students in social work interpretation. Each student in the School is required to prepare at least two fifteen-minute broadcasts depicting some one phase of social work. The general theme for a series scheduled to run weekly from October to the end of next May is "The newest frontier of human knowledge: human relations." The sole purpose of the program is to present the meaning of social work today in every-day language and from the point of view of people as human beings.



# Social Work Fellowships and Scholarships

**T**HIS list is compiled annually by the AASW as a method of bringing scholarship opportunities to the attention of those who might be interested and qualified to apply for them. Information in regard to scholarship offerings in the member schools of the Association of Schools will be found in the list, together with some which are offered elsewhere.

The schools report that the number of applicants is always greatly in excess of the available scholarships and that an exceptionally good academic record as an undergraduate, plus evidence of the applicant's qualifications for the field of social work is essential in securing a scholarship. An undergraduate major is one of the social sciences is required in some instances and when experience is required for certain scholarships, this must have been of superior quality. There are ordinarily no geographical limitations in applying for scholarships and the schools report wide distribution in applications received and scholarships awarded.

## I. AMERICAN ASSOCIATION OF SCHOOLS OF SOCIAL WORK

### 1—Atlanta University School of Social Work, Atlanta, Ga.

#### SCHOLARSHIPS AND FELLOWSHIPS 1940-41

Several tuition scholarships available to qualified students offered by the School.

One tuition scholarship offered by Alumni Association of School. (This is really a loan fund which the recipient repays after graduation.)

### 2—Boston University, Boston, Mass. Division of Social Work.

#### SCHOLARSHIPS 1940-41

Two William S. Studley Scholarships of \$300 each. Award is made on the basis of scholarship ranking in college in the upper fourth of the senior class.

Two tuition scholarships of \$300 each.

Two assistantships paying \$300 each. Award is made on the basis of special abilities.

In addition, the school offers a limited number of loans.

Applications should be made not later than May 15, 1940.

### 3—Bryn Mawr College, Bryn Mawr, Pa. Carola Woerishoffer Graduate Department of Social Economy and Social Research.

Preparation for positions dealing with Social Case Work, Child Welfare, Public Welfare Administration, Federal, State and Municipal Departments of Welfare and Labor, Vocational Guidance, Social Welfare Planning, Administration of Social Agencies, and Social and Industrial Research; graduate study in Sociology and the Social Sciences. In addition to the Two-year Certificate in Social Economy, the degrees of Master of Arts and of Doctor of Philosophy are offered by Bryn Mawr College and are accordingly available to students in the Carola Woerishoffer Graduate Department of Social Economy and Social Research who satisfy the requirements for those degrees.

#### RESEARCH ASSISTANTSHIP 1940-41

A Susan M. Kingsbury Research Assistantship in Social Economy and Social Research, comprising a stipend of \$800 and a remission of tuition, is awarded annually on the recommendation of the Director of the Carola Woerishoffer Graduate Department of Social Economy and Social Research. It is open to graduates of any college of good standing, preferably students of advanced standing and candidates for the degree of Doctor of Philosophy, who, from either training or experience, have knowledge of methods and techniques in social investigation.

#### FELLOWSHIPS 1940-41

Two Carola Woerishoffer Memorial Fellowships of the value of \$860 each are awarded annually on the ground of excellence in scholarship to candidates who have completed at least one year of graduate work at some college of good standing after obtaining their first degree.

#### SCHOLARSHIPS 1940-41

Two Carola Woerishoffer Memorial Scholarships of the value of \$400 each are offered annually and are open for competition to graduates of Bryn Mawr College or of any other college of good standing.

The Susan M. Kingsbury Research Scholarship of the value of \$300, offered in 1939-40 and alternate years thereafter, is open to graduates of Bryn Mawr College or of any other college of good standing.

#### APPLICATION

For further information and application blanks, address the Dean of the Graduate School, Bryn Mawr College. Applications should be received by March 1, 1940.

### 4—Buffalo, University of, Buffalo, N. Y. School of Social Work.

#### SCHOLARSHIPS AND ASSISTANTSHIPS 1940-41

Working Assistantship in social work open to college graduates on a competitive basis. Provides \$350 in tuition and cash. Usually open to second-year post-graduate students.

Part-time positions in social work and other organizations occasionally available through the Work-Study Programs for students doing field work.

In addition, the income from a \$1,000 fund is available to pre-social work students taking their B.A. in the Department of Sociology.

### 5—California, University of, Berkeley, Calif.

#### SCHOLARSHIPS 1940-41

James Denman Scholarship is open to women students, graduate or undergraduate, of the University of California preparing to enter upon some municipal or quasi-public employment having in view the systematic regulation, care, and fostering of the recreation of young people in large cities.

### 6—Carnegie Institute of Technology, Pittsburgh, Pa. Margaret Morrison Carnegie College.

#### SCHOLARSHIPS 1940-41

Some agency fellowships available to qualifying second-year students. No scholarships offered in the first year of the professional curriculum.



General scholarships offered in the undergraduate curriculum are listed on pages XXV to XXVII of Margaret Morrison Carnegie College *Bulletin* and are open to any qualifying student pursuing the pre-professional course.

**7—Catholic University of America, Washington, D. C. School of Social Work.**

**SCHOLARSHIPS 1940-41**

Two of the 25 full scholarships established by the Knights of Columbus at the Catholic University of America are available to students in the School of Social Work. Both of these scholarships, which are awarded on the basis of a competitive examination, will be available in the academic year 1940-41. Registration for the examination must be made before *March 1, 1940*.

The following scholarships will be available in the academic year 1940-41 to students who are acceptable to the local agency, and who meet the qualifications for admission to the School of Social Work.

1. One and possibly both of the two full scholarships offered by the Society of St. Vincent de Paul in St. Louis.

2. One scholarship offered by the Society of St. Vincent de Paul of New York City.

3. One full scholarship, made available by Right Reverend Monsignor R. M. Wagner, Director of Catholic Charities of Cincinnati.

4. A number of internships offering maintenance in institutions in the District of Columbia for a prescribed number of hours of work.

The School of Social Work has the privilege of referring qualified students to a national foundation which provides non-interest-bearing loans to graduate students within one year of the degree.

Applications for scholarships must be submitted to the Dean on or before *April 1, 1940*.

**8—Chicago, University of, Chicago, Ill. School of Social Service Administration.**

**FELLOWSHIPS 1940-41**

Two university fellowships carry stipends of \$600 and \$750 from which tuition fees must be paid. They are available for students who have completed at least two years of graduate work in social service and have had experience in social work.

A special fellowship fund founded by the alumni of the Chicago School of Civics and Philanthropy yields approximately \$700 biennially and is usually awarded to a candidate who has already had experience in social work, and who has completed part of the School's program.

*The Leila Houghteling Fellowships and Scholarships* range from tuition fees to the sum of \$600 a year, depending upon the student's assignment. They are available only to those candidates who have completed a substantial amount of professional work (including field work) in the School of Social Service Administration.

*The Commonwealth Fund Fellowships*—For several years the School has received from the Commonwealth Fund an annual grant for special fellowships in psychiatric social work. These scholarship grants are usually awarded to students who have already completed not less than two quarters of graduate work in the School, and who are planning to remain to complete the two-year graduate program.

**SCHOLARSHIPS 1940-41**

A few graduate service scholarships and half scholarships are available, carrying stipends which cover only

tuition or half tuition and carry a service obligation of ten (or five) hours a week.

A few Hannah Solomon Scholarships carrying tuition are granted by the National Council of Jewish Juniors. Information concerning these scholarships may be obtained from the Dean.

The La Verne Noyes Foundation provides tuition scholarships for deserving students who have served in the Army or Navy, or who are descendants of any one who served in the Great War.

The Helen M. Crittenden Loan Fund, the Leila Houghteling Loan Fund, the Sidney Teller Loan Fund and the Alumni Loan Fund are available for small loans to students who have already completed one or more quarters of work.

All fellowships and scholarships are available only to graduate students with good scholarship records in the colleges or universities attended and when experience is required, evidence must be submitted showing that this has been experience of superior quality indicating promise of further development and a future contribution to the field.

**9—Denver, University of, Denver, Colo. Department of Social Work.**

**ASSISTANTSHIPS AND LOANS 1940-41**

1. Graduate assistantships, four paying \$125 each. Time required of student 10 hours each week.

2. Several loan funds granted upon basis of individual application.

**10—Fordham University, New York City. School of Social Service.**

**SCHOLARSHIPS 1940-41**

The *Margaret Cummings Haney Scholarship* and the *Adelaide McNamara Scholarship* provide part tuition for students who have completed at least one semester of work in the School. The *Elizabeth Cady Memorial Fund* is available for small loans to students who may need supplementary aid. No fellowships are offered by the School. Awards for scholarships and student aid are based on the applicant's school record and financial circumstances. Applications close on *May 1, 1940*. Scholarships begin the semester following their award and appointments are for one year only. Communications should be addressed to The Dean, Room 805, Woolworth Building, New York, N. Y.

**11—Graduate School for Jewish Social Work, 1776 Broadway, New York City.**

**FELLOWSHIPS AND SCHOLARSHIPS 1940-41**

The Graduate School is reorganizing its curriculum. No definite information is available at the time this issue goes to press on the fellowships and scholarships for next year. Since it is likely that the practices of previous years will be continued, the statement below indicates what those practices were. It awarded each year between ten and twenty scholarships and fellowships ranging in size from \$150 to \$500. These awards were made to people who had the requisite qualifications of: adequate personality; suitable educational background (social sciences); interest in Jewish life and its problems; satisfactory life and work experience; and scholastic record in undergraduate work.

Applications were accepted from seniors and graduates from the colleges and universities throughout the country, as well as qualified social workers who have not had professional training.



The \$500 and \$350 fellowships were awarded on the basis of a competitive examination held in various parts of the country in the spring of the year. Fellowships of \$250 and tuition scholarships of \$150 did not require an examination. However, the Committee on Admissions and Awards reserved the right to consider for these awards the candidates who took the examination but did not rank high enough for the larger awards.

Fellowships and scholarships of similar size were also available for second-year students. These were awarded on the basis of the student's record while in the School.

In addition to the above, several community fellowships were available each year for students who pledged themselves to work in those communities for a limited period of time after graduation.

The School has a Students' Aid and a Students' Loan Fund for the purpose of helping students who may need financial assistance to take the course in the School.

## 12—Indiana University, Indianapolis, Ind. Training Course for Social Work.

### SCHOLARSHIPS 1940-41

Amos W. Butler Memorial Scholarships available to advanced students in public welfare administration.

Katharine Holliday Daniels Memorial Loan Fund, loans without interest to advanced students preparing for group work or allied fields.

Institutional Maintenance Scholarships for advanced students in selected state institutions.

One faculty assistantship is available for an advanced student.

## 13—Iowa, State University of, Iowa City. Graduate Course in Social Work.

### SCHOLARSHIPS AND ASSISTANTSHIPS 1940-41

The Graduate College of the State University of Iowa has 50 tuition scholarships, 30 tuition and room scholarships, 50 or more research or assistantships, and about 70 graduate assistantships on half time, and 25 or more research assistantships on one-fourth time. These are open to any graduate student of high scholastic standing on a competitive basis. Students interested in graduate study in the Division of Social Administration may make application. All of them carry a reduction of two-thirds tuition both for the academic year and for the summer session adjacent to the academic year for which the appointment is made.

Assistantships, as a rule, are open only to graduate students who have done a year of distinguished work in their chosen major field.

Loan funds include the A. Whitney Carr Graduate Loan Fund and the Robert T. Swaine Graduate Loan Fund.

Application for any of the above should be filed with the Graduate College not later than *March 1, 1940*.

There is, also, a loan fund of \$200 established by the Iowa Chapter of the American Association of Social Workers, as an aid to students who wish to pursue graduate study in social work.

## 14—Louisville, University of, Louisville, Ky. Graduate Division of Social Administration.

### SCHOLARSHIPS 1940-41

One tuition scholarship is offered by the Kentucky Chapter of AASW.

One or more other scholarships are occasionally made available on a joint-placement basis or by donations from interested citizens.

## 15—Loyola University, Chicago, Ill. School of Social Work.

### SCHOLARSHIPS 1940-41

Five scholarships established in the School of Social Work by the Alumnae Association of Loyola University are available to graduate students. Three scholarships provide \$250 and two provide \$125. The President's scholarship, offered each year, provides \$400 to a graduate of Loyola University College of Arts and Sciences.

## 16—Michigan, University of, Institute of Public and Social Administration, 40 East Ferry Avenue, Detroit, Michigan. Curriculum in Social Work.

### FELLOWSHIPS AND SCHOLARSHIPS 1940-41

Graduate students in social work are eligible to apply for University fellowships and scholarships open to graduate students generally in the University. University fellowships of \$500 each are awarded on a competitive basis to graduate students in different fields. Applications should be received not later than *May 1, 1940*.

A limited number of field scholarships provided by cooperative agencies and paying \$60 to \$80 a month for students who could not otherwise pay to carry field work.

## 17—Minnesota, University of, Minneapolis. Graduate Course in Social Work.

### FELLOWSHIPS AND SCHOLARSHIPS 1940-41

Several fellowships in medical social work and one in social work, special line not stated, are available for graduate students who have been enrolled in the Graduate Course in Social Work for at least one quarter. These fellowships amount to \$150 a quarter. They are awarded to promising students who would be unable to continue their professional education unless financial assistance could be procured.

Applications for such fellowships must be made not later than *March 1, 1940*.

## 18—Montreal School of Social Work, 3600 University Street, Montreal, Canada.

### SCHOLARSHIPS AND BURSARIES

The Annie McIntyre Scholarship of \$150 per annum, established by the Montreal Women's Club, is awarded to a student who is willing to work in Montreal for two years following graduation. (Not available in 1940.)

The Alumni Bursary of \$75 per annum is offered by the Alumni of the McGill School for Social Workers and a Bursary of \$60 per annum by the Local Council of Jewish Women. Applications should be addressed to the Director at the School.

### REDUCED FEES AND FREE TUITION

By special arrangement a limited number of well-equipped students, nominated by certain local agencies and prepared to accept positions in Montreal upon graduation, may be accepted on half fees.

The School offers free tuition in the Diploma Course to two suitably prepared men or women graduates of McGill University. Candidates should be prepared to accept positions in local social agencies at the conclusion of the training period.

## 19—National Catholic School of Social Service, Washington, D. C.

### FELLOWSHIPS AND SCHOLARSHIPS 1940-41

Seven full fellowships, eight part fellowships, and four scholarships will be awarded.



Candidates are nominated by the following patrons who have created the endowments. Eligibility requires residence in the Diocese of the sponsor or membership in the sponsoring organization.

#### Full Fellowships (Endowed)

Full fellowships offer both tuition (\$300 annually) and maintenance (\$500 annually).

1. The Queen Isabella Foundation, Daughters of Isabella (2).
2. Hartford Fellowship, Diocesan Council of Catholic Women, Hartford, Connecticut (1).

#### Part Fellowships (Endowed)

Part fellowships offer \$500 annually, i.e., of tuition and maintenance.

- \*1. Mary Gess Schrembs Fellowship, Diocesan Council of Catholic Women, Cleveland, Ohio (1).
- \*2. Anna Clarke Hanna Fellowship, Diocesan Council of Catholic Women, San Francisco, California (1).
- \*3. Christine Parrott Donohue Fellowship, Mr. Joseph Donohue, San Francisco, California (1).
4. Hines Fellowship, Mrs. Loretto Hines, Chicago, Illinois (1).
5. Teresa Molamphy Fellowship, Pittsburgh Diocesan Council of Catholic Women, Pittsburgh, Pennsylvania (1).
6. Sacred Heart Alumnae Scholarship, The Associated Alumnae of Sacred Heart Convents, Kansas City, Missouri (1).
7. Fort Wayne Fellowship, Fort Wayne Diocesan Council of Catholic Women, Fort Wayne, Indiana (1).
8. Florence Bain Seymour Fellowship, sponsored by the League of Catholic Women of Detroit, Michigan (1). Contingent on disposition of sponsors.

#### Annual Fellowships

Annual fellowships provide all or part of tuition (\$300) and maintenance (\$500) for one year.

1. Fellowship, Archdiocesan Council of Catholic Women, St. Louis, Missouri (1).
2. Rt. Rev. Francis J. Haas Fellowship, Archdiocesan Council of Catholic Women, Milwaukee, Wisconsin (1).
- \*3. Young Ladies Institute Fellowship, Young Ladies Institute on the Pacific Coast (1).
- \*4. LeBlond Fellowship, Mrs. R. K. LeBlond, Archdiocese of Cincinnati, Ohio (1).

#### Scholarships

Scholarships provide tuition (\$300) only.

1. Scholarship, Catholic Charities, Archdiocese of New York (1).
- \*2. Loan Scholarship, Washington Auxiliary, National Catholic School of Social Service (2).
3. Catholic Daughters of America Scholarship, District of Columbia Chapter, Catholic Daughters of America (1).

All candidates for scholarships or fellowships must be approved by the Admissions Committee of the School.

Scholarships and fellowships are granted on the basis of a competitive examination.

All candidates must hold the Bachelor's degree from a college of recognized standing.

Candidates must be not less than twenty-one nor more than thirty-five years of age.

Applications for fellowships or scholarships must be submitted before April 1, 1940.

All communications should be addressed to the Director, National Catholic School of Social Service, 2400 Nineteenth Street, N.W., Washington, D. C.

\* Contingent on renomination and acceptance of present incumbent.

#### 20—New York School of Social Work, 122 East 22nd Street, New York City.

##### FELLOWSHIPS 1940-41

##### Foreign Fellowships

Elizabeth Lowe Gamble

A fellowship, covering tuition and maintenance, for a foreign student, preferably one from the Orient.

Willard Straight

A fellowship, covering tuition and maintenance, for a foreign student.

These fellowship grants become available as of October 1, 1940, for a period of approximately nine months. The grants do not cover traveling expenses. Applicants must have a background of practical experience in their own country and expect to return there to engage in social work. They should have sufficient knowledge of English to carry a full School program, including lectures, discussion and field work. Application must be made on blanks secured from the Fellowship Committee and filed with the School not later than January 15, 1940.

##### Work-Study Fellowships

The New York School of Social Work, in cooperation with some New York City institutions, is offering for 1940-41 not more than five work-study fellowships open to men and women living outside of New York City, who are interested in preparing for group work or public welfare and who can remain at the School for at least nine months.

The fellowships offer tuition from the School and an opportunity to earn maintenance in an institution in return for 15 to 20 hours of work weekly. Students must cover their own incidental expenses for which approximately \$25 a month should be allowed.

With possible exceptions, appointments will begin with the Fall Quarter of 1940-41 and continue for three or, in some cases, four quarters.

Application blanks may be secured from the School and must be returned not later than February 1, 1940.

##### Commonwealth Fund Fellowships

A number of Commonwealth Fund fellowships, varying in amount, will be offered to candidates who wish to prepare for psychiatric social work and who have had at least two quarters or semesters of graduate training (full time or equivalent) including some psychiatric theory, in a professional school of social work. If professional training has not included field work, an applicant must have had in addition to this training a minimum of two years' experience in intensive case work under supervision. Application must be made on blanks secured from the School and filed not later than March 1, 1940.

#### 21—North Carolina, University of, Chapel Hill, N. C. School of Public Administration, Division of Public Welfare and Social Work.

##### FELLOWSHIPS AND SCHOLARSHIPS 1940-41

No special scholarships or fellowships offered in the Division of Public Welfare and Social Work. The limited number of scholarships and fellowships offered by the University to graduate students in general are open to social work students as to other graduate students. Application for the following college year must be filed before March 1, 1940.

#### 22—Northwestern University, the University College, Chicago, Ill. Division of Social Work.

##### ASSISTANTSHIPS, SCHOLARSHIPS, INTERNESHIPS, AND FELLOWSHIPS, 1940-1941

There are available in the Division of Social Work: Five assistantships, carrying full graduate tuition, two



\$300 scholarships in the group work field, one \$600 internship in the family case work field.

Eighteen university fellowships of about \$400 and tuition, and a limited number of tutorial fellowships covering tuition and board, are available to graduate students on a university-wide competitive basis.

Applications for fellowships should be received not later than March 1, and applications for other grants not later than April 1, 1940.

### 23—Ohio State University, Columbus, O. School of Social Administration.

#### SCHOLARSHIPS 1940-41

Scholarship offered by Ohio Public Health Association, \$300 and tuition.

Charles C. Stillman Scholarship, \$100 and tuition.

Franklin H. Patterson Memorial Scholarship, \$60 and tuition.

Mrs. Charles B. Manning Scholarship, \$60 and tuition.

M. R. Bissell, Jr., Scholarship, \$60 and tuition.

School of Social Administration Associates Graduate Scholarship, \$60 and tuition.

Graduate students in Social Administration are eligible to apply for scholarships offered by the Graduate School of the University.

A limited amount of funds for loan without interest are available.

Under certain conditions non-resident fees of \$150 a year are waived for a limited number of graduate students.

### 24—Oklahoma, University of, Norman, Okla., School of Social Work.

#### RESEARCH FELLOWSHIPS 1940-41

The University of Oklahoma offers ten or more graduate research fellowships and scholarships. Appointments are assigned from year to year to various departments according to the merits of the applicants and the nature of the research problems submitted. Research fellowships carry stipends ranging from \$300 to \$400. Research scholarships carry stipends ranging from \$150 to \$200 and are usually awarded to students who are entering upon graduate study.

Applications for research fellowships and scholarships must be filed with the Dean of the Graduate School on or before March 15, 1940.

### 25—Pennsylvania School of Social Work, Affiliated with the University of Pennsylvania, 311 So. Juniper Street, Philadelphia, Pa.

#### FELLOWSHIPS AND SCHOLARSHIPS 1940-41

The Pennsylvania School of Social Work announces that a few of first-year tuition scholarships will be available for students entering in the coming school year. A number of second-year fellowships and several fellowships for work in the Advanced Curriculum will also be awarded in cooperation with social agencies of Philadelphia, offering special educational opportunities in specialized fields.

Both scholarships and fellowships are available only for applicants who have completed a full four-year course in an accredited college or university, and fellowships will be awarded only to persons who have successfully completed at least one year of graduate, professional education, including the substantial equivalent of the first year of the Graduate Course at the Pennsylvania School.

Applications for scholarships and fellowships should be received not later than May 1, 1940.

Loan funds, administered by the Alumni Association of the School and by the Rachel Pflaum Memorial Committee, are available to a limited number of students.

### 26—Pittsburgh, University of, Pittsburgh, Pa. School of Applied Social Sciences.

#### FELLOWSHIPS AND SCHOLARSHIPS 1940-41

A number of fellowships and scholarships will be available in the Division of Social Administration. The first catalogue of the School of Applied Social Sciences will be available about February 15. Generic social work is emphasized and specializations offered in the fields of case work, group work, public welfare, social research, and community organization.

Applications for fellowships or scholarships should be made not later than April 1, 1940.

### 27—St. Louis University, St. Louis, Mo. School of Social Service.

#### FELLOWSHIPS 1940-41

Four fellowships in medical social work open to college graduates with a sufficient background in social sciences and biology. The fellowships cover the cost of tuition and maintenance. Available to women students only.

Three internships offered in cooperation with the St. Louis Bureau for Men to graduate men students who desire to follow the curriculum in Child Welfare and receive special training in the problem of the older boy. Board, lodging and monthly allowance granted on a three-year plan.

Applications must be filed before March 1, 1940.

### 28—Simmons College School of Social Work, 18 Somerset Street, Boston, Mass.

#### SCHOLARSHIPS AND LOANS 1940-41

Several full tuition scholarships are available for graduate students. Application should be made by March 15, 1940.

A limited number of residence scholarships are available for qualified students in the second year of work in the psychiatric social work field.

Tuition loans are available.

### 29—Smith College School for Social Work, Northampton, Mass.

#### SCHOLARSHIPS 1940-41

Several \$450 and \$500 scholarships, eighteen internships paying all maintenance expenses, and eight \$100 tuition scholarships are available for students in the second and fourth sessions. Applications should be sent to the Director before April 15, 1940.

### 30—Toronto, University of, Toronto, Canada. Department of Social Science.

A limited number of small scholarships and bursaries are available for qualified graduate students. These are described in the calendar of the Department. Application may be made upon special forms provided. Awards are announced after the autumn term has commenced.

### 31—Tulane University, New Orleans, La. School of Social Work.

#### SCHOLARSHIPS 1940-41

A limited number of free tuition scholarships available to qualified graduate students. Applications close May, 1940.

### 32—Washington University, St. Louis, Mo. George Warren Brown Department of Social Work.

#### SCHOLARSHIPS AND ASSISTANTSHIPS 1940-41

Washington University offers the following scholarships to either first or second-year students:

Family Welfare Scholarship of \$375.



One City Advisory Committee Scholarship of \$350.

Two scholarships for block field work with Family Welfare Association of Milwaukee, seven months, \$50 a month; open only to second-year students.

One scholarship for block field work with Associated Charities of Cincinnati, on same conditions as at Milwaukee (above).

Six Department scholarships varying from tuition to \$350.

Several assistantships for advanced students varying from \$400 to \$700.

Holders of either stipend are entitled to fifty per cent reduction of tuition fee.

The Family Welfare scholarship carries the obligation to accept employment with the Provident Association of St. Louis for one year after the university work is completed, if offered.

Applications should be filed not later than *March 1, 1940*, and awards are made by the first of April for the following academic year.

### 33—Washington, University of, Seattle, Wash. Graduate School of Social Work.

#### SCHOLARSHIPS 1940-41

The E. C. Neufelder scholarship, established by the will of Lily C. Neufelder, is open to any graduate woman who has already completed at least one quarter of graduate work in residence or who has finished her undergraduate work at the University of Washington. Award is made on the basis of excellent scholarship and financial need. Applications should be made to the Graduate School, 101 Parrington Hall, not later than *March 15, 1940*; the awards for the following year are announced about Commencement.

A graduate scholarship is available to a student in his or her second graduate year of professional social work study. Remuneration is \$50 a quarter. Applications should be made to the Graduate School of Social Work.

A graduate scholarship is open to a student who assists in the Graduate School of Social Work. Remuneration is tuition exemption and \$15 a month. Applications are received directly by the Graduate School of Social Work from students who have been enrolled for at least one quarter.

#### LOAN FUNDS

The Mildred E. Buck Loan Fund is available for small loans to students. Applications should be made to the Graduate School of Social Work. Loans are determined by scholarship, financial need, and prospective placement in a position.

The Leona M. Hickman Student Loan Fund is available for male residents (one year) of King County, Washington, over 21 years of age. Period of loan is determined individually. Applications should be made to Donald Stewart, Department of Sociology, University of Washington, or to the Trustee, the People's National Bank of Washington, 1414 Fourth Avenue, Seattle.

The American Association of Social Workers, Puget Sound Group, Washington State Chapter, Education Loan Fund is available to members, men or women.

Applications should be made to the Education Loan Fund Committee, Mrs. Helen Dorman, Chairman, Graduate School of Social Work.

### 34—Western Reserve University, Cleveland, O. School of Applied Social Sciences.

#### FELLOWSHIPS, SCHOLARSHIPS, GRANTS-IN-AID AND LOAN FUNDS, 1940-41

Grants-in-aid are provided by Cleveland and Akron social agencies in Family Case Work, Child Welfare and Group Work, in amounts from \$150 to \$500 a year. They do not include tuition and the maximum is not sufficient to cover all expenses.

Grants-in-aid varying from \$150 to \$500 a year are also available to students in Home Economics and Nutrition, except for the last six months of the second year. A small loan fund is maintained by the Home Economics Committee of the Institute of Family Service.

Loan scholarships, limited in number, may be made available by Cleveland social agencies to students in Family Case Work, Child Welfare and Group Work.

Maintenance, covering room and board only, for students in Group Work and Child Welfare is available in settlements and some of the children's institutions.

Fellowships in Medical Social Work are maintained by the Social Service Department of the University Hospitals. First-year students who do not reside in Cleveland are eligible in the second semester for maintenance fellowships which provide a single room and meals in the residences of the University Hospitals. Second year students are eligible for fellowships varying in amount from \$250 to \$500 a year.

Loans are available in Medical Social Work from a fund established by the Eastern Central District of the American Association of Medical Social Workers, after satisfactory completion of the first semester of the first year. A loan fund has also been established by the Social Service Department of the University Hospitals.

Commonwealth Fund Fellowships are available in limited amounts to students specializing in Psychiatric Social Work.

Loans to meet emergencies which jeopardize continuance of work in the School may be obtained from a loan fund maintained by the Alumni Association.

Applications for the ensuing university year must be made not later than *April 1, 1940*.

### 35—William and Mary, College of, School of Social Work, Richmond, Va.

#### FELLOWSHIPS AND SCHOLARSHIPS 1940-41

Fellowships and scholarships varying from \$100 to \$250 are offered each year to college graduates for special work in such fields as family welfare, child welfare, psychiatric social work, recreation, and other branches of social work. One-half of each larger fellowship is a loan, repayable after graduation.

The number of scholarships offered each year varies with the qualifications and needs of the applicants.

## II. OTHER UNIVERSITIES

### 1—Louisiana State University, University, Louisiana. Graduate School of Public Welfare Administration.

#### FELLOWSHIPS 1940-41

Six fellowships are awarded by the Graduate School of Public Welfare Administration. Applications for fellowships for the fall semester should be made prior to *April 1, 1940*.

### 2—Nebraska, University of, Lincoln, Nebr. Graduate School of Social Work.

#### SCHOLARSHIPS, ASSISTANTSHIPS, LOANS 1940-41

*Regent's Scholarship.* One Regent's scholarship for each Nebraska college or university, carrying complete tuition for one year, open to graduates of Nebraska colleges wishing to enter any department of the University. Application should be filed with the



President of the institution from which the student is graduating.

**Mortar Board Scholarship.** One Mortar Board scholarship of \$150 for a graduate woman. Apply to the Dean of the Graduate College, Social Science Building 102. Free tuition is given by the University.

**Edith and Grace Abbott Scholarships.** One of \$100 and free tuition first semester; one of \$100 and free tuition, second semester. These two scholarships and other gifts are made possible by the Nebraska Chapter of the American Association of Social Workers, and are awarded without regard to race, creed, or residence, to eligible graduate students who wish to enter the profession of social work.

**Graduate Scholarship in Social Work.** One or more scholarships of not less than two hundred fifty dollars each plus free tuition will be awarded for the academic year of 1940-41 to students of outstanding promise who, without such assistance, would be unable to undertake graduate study.

**Graduate Assistantship in Social Work.** At least one graduate assistantship, of an amount commensurate with the quality and quantity of service the student is able to render, is available in the Graduate School of Social Work for a student of demonstrated competence who is unable to continue graduate study without such assistance.

Further information and application forms may be secured from the Director of the School except as specified above.

### 3—Notre Dame, University of, Notre Dame, Ind. Graduate Program in Social Work.

#### SCHOLARSHIPS 1940-41

Ten Knights of Columbus Scholarships of \$300 each are available to Catholic men.

Ten University Scholarships of \$300 each carrying a service requirement will be awarded this year. Applications should be made not later than May 1, 1940.

### 4—Utah, University of, Salt Lake City. School of Social Work.

#### SCHOLARSHIPS AND FELLOWSHIPS 1940-41

The following graduate fellowships and scholarships are available to fully matriculated students in Social Work for the academic year 1940-41.

Amy Whipple Evans Fellowship of \$250, given by the National Women's Relief Society to a Latter-day Saint woman candidate for the Master's degree.

Central Council of Social Agencies Fellowship of \$250, available to a candidate for the Master's degree.

University of Utah Graduate Fellowships of \$150 and \$200, available to fully matriculated students in the School of Social Work.

Salt Lake City Altrusa Club Scholarship of \$50, available to a woman student in the School of Social Work.

### 5—Wayne University, Detroit, Mich. School of Public Affairs and Social Work.

#### SCHOLARSHIPS AND FELLOWSHIPS 1940-41

Graduate students are eligible to apply for the general scholarships and loan funds open to all students in the University. In addition, 18 fellowships and student stipends have been provided by local and state agencies. These range from maintenance fellowships to those offering from \$25 to \$100 a month and lasting from five to twelve months. Applications for such fellowships must be made not later than May 1, 1940. A more detailed description of application procedure is found in the School catalog.

## Notes About Chapters

THE North Carolina Chapter has had a Committee on Chapter Organization working during the last year, whose organization grew out of the expressed need to study the problems of chapter participation. This committee "made a study of states having state-wide chapters, those having more than one chapter, the use of an executive secretary by the North Carolina Chapter and a study of North Carolina to the end of securing more active chapter participation." Among the recommendations made by this committee were: (1) that the Chapter be a state-wide chapter divided into four local groups whose programs would tie into the state-wide program; (2) that the Executive Committee make a study of the present standing committees and have only those that will work into a full program in the Chapter. Consideration was also given to the possibility of having some kind of paid, part-time staff to assist the Chapter executives.

PETITIONS for chapter organization in Westchester County and North Dakota were approved by the National Board at its December meeting. The organization of the Westchester County Chapter is the result of two years of operation as an informal group within the New York City Chapter.

The chapter in North Dakota covers the whole state. For several years members in North Dakota have been on the mailing list to receive material from the national Association. Organizational matters have had to be considered in terms of the special problems faced by a state-wide chapter. It is expected that groups will be organized in localities and regions within the state so that through them the total chapter program may be developed.

IN its call to a recent meeting, the Berkshire Group of the Western Massachusetts Chapter requested all members to bring the COMPASS as a focus for discussion about national program.